

**CONCORDIA UNIVERSITY
FACULTY OF COMMERCE AND ADMINISTRATION
MINUTES OF FACULTY COUNCIL MEETING
Friday, February 7, 1992**

Present: C. A. Ross, Chair
 D. Acland (Acco.), S. A. Alvi (Econ.), K. Argheyd (Mana.), B. Barbieri (Mktg.), C. Bayne (DS&MIS), A. Brodt (Fina.), A. Christopoulos (CASA), T. Dowd (CASA), D. Doreen (DS&MIS), J. Dracontaidis (CASA), A. Farhoomand (DS&MIS), J. Franklin (Mana.P-T), M. Franklin (Mana.), D. Gaul (CASA), K. F. Gheyara (Acco.), Z. Gidengil (Mktg.), G. J. Gouw (Mech.Eng.), S. K. Goyal (DS&MIS), S. Hoffman (Lib.), A. Jalilvand (Fina.), G. Kanaan (Acco.), N. Kaminaris (CASA) J. Kelly (Mana.), V. H. Kirpalani (Mktg.), B. Kolthoff (CASA), H. Kotsovos (CGSA), M. Kusy (Grad.Stud.) B. MacKay (VRA), G. Martin (Comp.Sci.), J. Mrenica (CASA), J. Nader (Assoc. Dean), G. S. Rajan (Mana.), F. Sbrocchi (Assoc. Dean), M. Sharma (DS&MIS), F. Simyar (Acco.), T. J. Tomberlin (DS&MIS), R. O. Wills (Assoc. Dean)

Guests: B. Black, K. Buyukkurt, C. Draimin, B. Grantham, M. Habib, R. A. Long, C. McKinnon, R. McTavish, J. Oberg-Muller, A. Saks, D. Waldman

Absent with apology: A. B. Ibrahim, L. Kryzanowski, D. Otchere, L. Prendergast

I Call to Order

The meeting was called to order at 09:30.

II Closed Meeting

There were no items on the agenda for a closed meeting.

III Open Meeting

IV Approval of Agenda - CAF C-92-01A

IT WAS MOVED BY A. FARHOOMAND AND SECONDED BY T. J. TOMBERLIN THAT THE AGENDA BE AMENDED TO INCLUDE, IMMEDIATELY FOLLOWING THE CHAIR'S REMARKS, THE TOPIC - PROCESS OF SELECTION OF THE DEAN OF THE FACULTY OF COMMERCE AND ADMINISTRATION.

Professor Farhoomand explained that there is a sense of confusion throughout the Faculty about the process used for selection of the Dean.

In response to a question, T. J. Tomberlin confirmed that a motion related to the process of the selection of the Dean would be brought forward. Procedures regarding presentation of motions and notice of motion were briefly discussed. The definition of "information in the public domain" was debated with reference to the report about the selection process which appeared in The Link.

In response to a point of order, T. J. Tomberlin stated that the Council's procedure regarding forwarding a notice of motion to the Faculty Council Steering Committee is a standing order and not a by law and can therefore be rescinded by the Council at any time. He further stated that motions are commonly accepted from the floor of Council.

THE MOTION WAS CARRIED (19 in favor, 6 opposed, 9 abstentions)

V

Approval of the Minutes of the Previous Meeting

The minutes of the Faculty Council meeting held, Friday, November, 1991 were approved as presented in document CAFC-91-09M.

VI

Chairs Remarks and Questions Period

The Chair stated that while he understood the sense of uneasiness in the Faculty due to the lengthy selection process, it is important at this time to focus on the chief objective of the Faculty, educating students. He emphasized the need to concentrate on teaching and research excellence, the *raison d'être* of the Faculty and encouraged faculty not to be sidetracked with negative feelings. He pointed out that over the past two years, with the assistance of many faculty members, several positive steps can be identified: more sharing among the faculty i.e., full disclosure of Faculty operating budget; the development of a Faculty Mission Statement which the Faculty Council Steering Committee has sent back to FAPP so that the feedback received from the various units of the Faculty can be incorporated; the development of an Advisory Board; the establishment of the AMBA with the help of Professors Doreen and Rahman; the provision of a French course for faculty members, provisions for encouraging wider participation of faculty members in the AMBA and EMBA Programmes, the development of a Certificate in Business Studies, negotiated by Professor Wills with the Cree which is awaiting funding; involvement in the community via Professor Ibrahim's Small Business Clinics. The Chair urged faculty members to remember the purpose of the Faculty - fulfilling students' needs in management education.

With regard to future directions, he stated that he hoped to see a more international orientation as well as more emphasis on developing links with our immediate environment. In addition, he hoped to work towards the establishment of a cooperative education program and management training for disadvantaged groups in society as well as Faculty Chairs that would enhance the reputation of the Faculty and bring benefits to the student body. He mentioned that funding of Faculty Chairs is included on the list of needs for the Capital Campaign. The Chair advised that he was currently dealing with CUFA with regard to sponsoring another French course for faculty members while at the same time negotiations with Continuing Education are on-going in terms of offering a French course for the administrative staff. He further advised that there will be some reorganization of the Faculty in line with the recommendations of the Faculty Review Committee as well as more attention to be focused on part-time students and part-time faculty; improvements to the International Business Programme including the addition of foreign languages, curriculum development, better facilities, the development of more international exchange programmes, and the development of more inter-faculty programmes. In closing, the Chair reiterated the need for faculty members to focus on their roles as educators and researchers and the goals of the Faculty and advised that he would shortly be meeting with faculty members in their departments to share ideas and concerns.

There were no questions.

VII

Process of Selection of the Dean of the Faculty of Commerce and Administration

Professor Kirpalani noted that motions received without a notice of motion usually arise from an item that is already on the agenda.

Professor Tomberlin explained that there are several documents in the public domain, the article in the Thursday Report giving M. Gervais' explanation, an article in the Link, and a letter from Professor Anvari. Professor Tomberlin stated there is a feeling of unease, a feeling that procedures are being carried out that are not part of the normal process of conducting business in the University and a feeling, by a lot of faculty members, that they are not being allowed to carry out their academic responsibility in the selection process.

As a point of clarification, Professor Tomberlin stated that his intention in bringing forth the motion is to object to the process and wanted it to be clearly understood that it is not intended to launch an attack on the Dean.

Professor Tomberlin circulated a copy of the following resolution to all present.

THE FOLLOWING RESOLUTION WAS MOVED BY T. J. TOMBERLIN AND SECONDED BY J. MRENICA:

WHEREAS THIS FACULTY COUNCIL IS EXTREMELY CONCERNED ABOUT THE TENDENCY TOWARDS UNILATERAL AND ARBITRARY DECISION-MAKING REGARDING ACADEMIC MATTERS IN THE UNIVERSITY;

WHEREAS COUNCIL BELIEVES THAT THIS LEADS TO THE EROSION OF WELL-ESTABLISHED TRADITIONS OF FACULTY GOVERNANCE, ACADEMIC FREEDOM, AND COLLEGIALITY;

WHEREAS COUNCIL OBJECTS TO THE UNPRECEDENTED REVERSAL OF THE NORMAL PROCEDURE FOR SELECTING DEAN OF THE FACULTY OF COMMERCE AND ADMINISTRATION;

WHEREAS COUNCIL FINDS THE EXPLANATION OF THIS REVERSAL OFFERED BY THE CHAIR OF THE BOARD OF GOVERNORS IN THE JANUARY 30, 1992 ISSUE OF THURSDAY REPORT TO BE INADEQUATE;

BE IT RESOLVED THAT COUNCIL REQUESTS THAT THE BOARD OF GOVERNORS PROVIDE AN EXPLANATION OF THE RATIONALE FOR:

- I DEVIATING FROM THE PROCEDURES DEFINED IN THE EXISTING GUIDELINES;
- II THE REJECTION OF THE CANDIDATE RECOMMENDED BY THE DULY CONSTITUTED SEARCH COMMITTEE

BE IT FURTHER RESOLVED THAT SENATE BE ASKED TO ADOPT A SIMILAR RESOLUTION.

The mover and the seconder agreed to the following amendment suggested by N. Kaminaris - add at the end of the last phrase:

BE IT FURTHER RESOLVED THAT THE RECTOR, VICE-RECTOR, ACADEMIC AND THE CHAIR OF THE BOARD OF GOVERNORS BE INVITED TO THE NEXT MEETING OF FACULTY COUNCIL TO EXPLAIN THIS DEVIATION FROM PROCESS.

Professor Kelly pointed out that the structure of the resolution was problematic in that "whereas" statements are to be factual. Professors Wills and Barbieri supported Professor Kelly's recommendation that a simple structure be used.

Professor Barbieri stated that he believes that a portion of the motion, i.e. II, takes Faculty Council into areas that are beyond its jurisdiction and that portions, i.e. II and several of the whereas clauses, involve Council in information that is not officially in the public domain or in premises that have not been substantiated to his satisfaction.

J. Mrenica stated that the student caucus stands by the use of the term rejection in section II in that the recommendation of the Advisory Search Committee was in fact rejected.

With reference to the use of the word deviate, it was pointed out that the Search Committee is an advisory body that can make recommendations and not a decision making body.

Professor Tomberlin explained the whereas statements are descriptive of the perception of a trend towards the centralization of decision making within the University.

The mover and the seconder agreed to the following amendment proposed by T. Dowd:
Delete - "defined in the existing guidelines".

Insert - "traditionally followed in the appointment of senior administrators".

The mover and the seconder agreed to Professor Jalilvand's suggestion that the word apparent be inserted as follows: Phrase 3) "Whereas Council objects to the apparent unprecedented...", Phrase 4) "Whereas Council finds the explanation of this apparent reversal", II "The apparent rejection...".

IT WAS MOVED BY J. KELLY AND SECONDED BY V. H. KIRPALANI THAT THE MOTION BE AMENDED TO DELETE ALL THE WHEREAS PHRASES, REQUEST II AND THE PHRASE REQUESTING SENATE TO ADOPT A SIMILAR RESOLUTION.

Professor Kelly reiterated that whereas statements must be factual.

Professor Bayne pointed out that the statements expressed the fact that fear exists in the Faculty.

It was agreed that the vote be conducted by secret ballot.

The amendment was defeated (16 in favor, 17 opposed, 2 abstentions).

THE MOTION, AS AMENDED, WAS CARRIED (20 in favor, 14 opposed, 1 abstention).

Professor Barbieri asked to have his negative vote officially recorded.

In response to a question, the Chair advised that the motion will be sent to the Secretary of Senate and agreed to forward copies of the correspondence to the Faculty representatives on Senate, Professors Kryzanowski, Segovia and Rahman.

VIII

Business Arising from Previous Meeting

1. **FC&A Report of the Elections Committee, CAFC-91-09A-02, Notice of Motion - CAFC-92-01A-01**

THE FOLLOWING RESOLUTION WAS MOVED BY M. SHARMA AND SECONDED BY A. FARHOOMAND:

BE IT RESOLVED THAT FACULTY COUNCIL ACCEPT THE RECOMMENDATIONS OF THE AD HOC FACULTY ELECTIONS COMMITTEE AS PRESENTED IN DOCUMENT CAFC-91-09A-02 ENTITLED REPORT OF THE ELECTIONS COMMITTEE, OCTOBER 29, 1991.

During the ensuing discussion, confusion regarding the recommendation for Limited Term Appointments was expressed. Professor Sharma explained the different types of Limited Term Appointments. It was suggested that all faculty members who are part of the bargaining unit participate in those elections specified by the Collective Agreement between Concordia University and the Concordia University Faculty Association. T. Dowd stated that his interpretation of the LTA recommendation is that only grandparented Limited Term Appointments will be eligible to vote. Professor Gheyara advised that the committee provided four alternatives with the expectation that Faculty Council would make a final recommendation.

Council members agreed to the suggestion that Council accept the report and the recommendations with the exception of the portion dealing with Limited Term Appointments. It was agreed that the report be returned to the Faculty Elections Committee for further consideration of the LTA issue. It was also agreed that the Faculty Election Committee be asked to clarify this issue at the next meeting of Faculty Council.

The mover and the seconder agreed to split the motion so that the Limited Term Appointment could be re-examined by the Ad Hoc Faculty Elections Committee.

THE MOTION, AS AMENDED, WAS CARRIED.

VIII

Report: Commerce Undergraduate Curriculum Committee

There was no report.

IX

Report: Graduate Studies and Research

X

Reports from Faculty Representatives on University Committees

1. **University Senate** - There was no report.
2. **Arts and Science Faculty Council - CAFC-91-09A-04**
Professor Kanaan's report, CAFC-91-09A-04 was accepted.
3. **Senate Academic Planning and Priorities Committee - CAFC-91-09A-05**
Professor Hochstein's reports, CAFC-91-09A-05 and CAFC-92-01A-02 were accepted.
4. **Senate Academic Programmes Committee** - Nothing to report.

5. **Senate Research Committee**

On behalf of Professor Baba, R. O. Wills reported that feedback from senior administrators regarding the implementation plans for the guidelines for the enhancement of research were received.

6. **Academic Services Committee** - There was no report.

7. **University Library Committee** - There was no report.

8. **Fellowships, Scholarships and Awards Sub-Committee**

There was no report.

9. **Sub-Committee on Academic Computer Policy**

There was no report.

10. **Computer Resources Committee**

There was no report.

11. **Board of Governors**

Professor Kirpalani reported that an increase in tuition fees has been approved.

12. **Board of Graduate Studies**

There was no report.

XI **Reports from Student Associations**

CASA

T. Dowd reported that the Commerce Games, which took place January 10 - 12th assembled 1200 students from Quebec universities as well as the University of Ottawa, were a great success and praised the efforts of the organizing committee. He also announced that the first annual Commerce and Administration Profile Book has been printed and will be circulated to Council members. In conclusion, T. Dowd reported that on February 6th, representatives from CASA made a presentation to a task force on job opportunities for English speaking youth in Quebec and advised that a written brief is available from the CASA Office.

In response to a question, T. Dowd reported that a number of alumni members have been approached about organizing an undergraduate alumni association.

CGSA

H. Kotsovos reported that the CGSA had two major events in January which were a great success - the International Case Competition and the Annual MBA Hockey Tournament.

XII **New Business**

There was no new business.

XIII **Other Business**

Elections:

1. Ahmad Arshad, Lecturer, Department of Finance, was elected to replace L. Shanker on the Senate Academic Programmes Committee for the balance of term effective immediately and terminating May 31, 1992.
2. Clarence Bayne was elected to replace Jean McGuire on the Board of Graduate Studies for the balance of term effective immediately.
3. It was agreed that the election be postponed until the next meeting of Council. The five Department Chairs will have one nominee per department.
4. T. Jerry Tomberlin was elected to replace Cleveland Patterson on the Advisory Search Committee for the Dean of Graduate Studies.

IT WAS MOVED BY R. O. WILLS AND SECONDED BY M. SHARMA THAT THE MEETING BE ADJOURNED.

The meeting was adjourned at 12:15.

XIV

Next Meeting

The next meeting of Faculty Council is scheduled to take place Friday, March 6, 1992 at 09:30 in room GM403-2, SGW Campus.